



Registered Charity No. 1150381

Managing Behaviour

Policy Statement

Greenhead Pre-school and Rainbow Nursery believe that children flourish best when they know how they are expected to behave, and should be free to play and learn without fear of being hurt or unfairly restricted by anyone else. We endorse positive behaviour management with the aim of providing an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and their environment.

Procedures

The manager(s) and any other staff are responsible for managing behaviour in an appropriate way. 3.52 However, **Claire Brachtvogel** undertakes the lead role for behaviour management at Greenhead Pre-school and Rainbow Nursery and has the necessary skills to advise other staff on behaviour issues and to access expert advice if necessary.

Greenhead Pre-school and Rainbow Nursery require Claire Brachtvogel to:

- keep up-to-date with legislation, research and thinking on handling children's behaviour
- access relevant sources of expertise on handling children's behaviour
- check that all staff have relevant in-service training on handling children's behaviour
- keep a record of staff attendance at this training

Greenhead Pre-school and Rainbow Nursery:

- ensure that staff, volunteers and students do not give corporal punishment to any child, and as providers, make certain all reasonable steps are taken to make sure that corporal punishment is not given by any person who cares for or is in regular contact with a child, or by any person working in the setting. *(As a registered provider, if Greenhead Pre-school and Rainbow Nursery failed to meet these requirements, it would be committing an offence)* 3.52
- is aware that staff, volunteers and students, will not be taken to have used corporal punishment (and therefore will not have committed an offence), where physical intervention (*physical intervention is where practitioners use reasonable force to prevent children from injuring themselves or others or damaging property*) is taken for the purposes of averting immediate danger of personal injury to any person (including the child) or to manage a child's behaviour if absolutely necessary 3.52
- ensure that a record is kept of any occasion where physical intervention is used, what happened, what action was taken and by whom, and the names of witnesses. Details of such an event are brought to the attention of the manager(s) and are recorded on an incident form. Parents and/or carers are informed on the same day, or as soon as reasonably practicable and will be required to sign an incident form to indicate that he/she has been informed
- never threaten corporal punishment, and do not use or threaten any punishment which could adversely affect a child's well-being 3.53
- require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy

- require all staff, volunteers and students to use positive strategies for handling any conflict by helping children find solutions in ways that are appropriate for the children's ages and stages of development, eg. distraction, praise and reward
- familiarise new staff and volunteers with the setting's managing behaviour policy and its rules for behaviour
- expect all members of staff and those connected to the setting, ie. children, parents, volunteers and students to keep to the rules and apply them
- consistently praise and endorse desirable behaviour such as kindness and willingness to share
- avoid creating situations in which children receive adult attention only in return for undesirable behaviour
- recognise that codes for interacting with other people vary between cultures, and require staff to be aware of, and respect those used by members of the setting
- when children behave in unacceptable ways, help them to see what is wrong and how to cope more appropriately
- never send children out of the room by themselves
- do not use techniques intended to single out and humiliate individual children
- in cases of serious misbehaviour, such as racial or other abuse, make clear immediately the unacceptability of the behaviour and attitudes by means of explanations rather than personal blame
- do not shout or raise our voices in a threatening way in response to children's behaviour
- handle children's unacceptable behaviour in ways that are appropriate to their ages and stages of development, eg. by distraction, discussion, withdrawing the child from the situation or placing the child (for a short period) on a chair situated in a quiet part of the room
- work in partnership with parents and ensure the key person regularly informs them about their own child's behaviour
- work with parents to address recurring unacceptable behaviour, using objective observation records to gain a greater understanding of the cause and to decide jointly how to respond appropriately

Bullying

Bullying involves the persistent physical or verbal abuse of another child or children and Greenhead Pre-school and Rainbow Nursery take bullying very seriously.

If a child bullies another child or children, staff will:

- intervene to stop the child harming the other child or children
- explain to the child doing the bullying why her/his behaviour is inappropriate
- give reassurance to the child or children who have been bullied
- help the child who has done the bullying to understand why this behaviour is unacceptable and encourage the child to say sorry for her/his actions
- make sure that children who bully receive praise when they display acceptable behaviour
- never label children who bully
- when children bully, discuss what has happened with their parents and work out with them a plan for handling their child's behaviour
- when children have been bullied, share what has happened with their parents, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving

Signed..... Managers	Date.....
Signed..... Vice chair	Date.....